

EXHIBIT A - BACK PAY CALCULATIONS

	2018	Actual	2019	2020	2021	Feb. 2022		Totals	HFHS 19-20	Difference (Total Backpay) TOTAL
Base	402,676		430,863	461,024	493,295	89,730	527,826			
AIP	186,238		199,275	213,224	228,150	244,120				
LTI	64,694		71,102	106,248	89,092	95,328				
DC SERP	58,642		60,401	64,629	73,994	79,174				
457(f)	7,500		7,500	7,500	7,500	7,500	426,122			
Health	3,437		8,592	-	18,043	3,437				
Exec Perk	10,000		10,000	10,000	10,000	1,700				
Vehicle	12,000		12,000	12,000	12,000	2,040				
401(a)	17,315		18,527	19,824	21,212	3,858				
Total	762,502	617,207	818,261	894,449	953,286	526,888				
457 forfeit		210,445								
Total 2018	762,502	406,762					2018 comp owed	355,740	-	355,740
							2019 comp	818,261	551,127	267,134
							2020 comp	894,449	700,567	193,882
							2021 comp	953,286	72,983	880,303
							2022 comp	526,888	-	526,888
								3,548,624	1,324,677	2,223,947

Notes:

Base increases by 7% per year

\$617,207 in C13 is taken from 2018 W2 from Defendant

AIP is based on a 7% annual increase from the actual amount paid in 2018

DC SERP is 15% of base salary

LTI formula is 30% x Y1 base salary x % goals achieved in 3Y cycle; 2021 and 2022 achievement score of 73.75% is average of scores from 2017-2019.

401(a) contribution rate of 4.3% based on contribution of \$15,900 in 2016 on \$358,667 in salary and \$16,200 in 2017 on \$390,947 in salary

G4 is prorated from January 1 to February 28, 2021: 2/12ths or .17 of full year; H4 is full year

H8 is the sum of the AIP, LTI, DC SERP and 457 payments, G5 - G8

Backpay with 8% Interest

	Backpay	Interest
2018	355,740	\$99,557.00
2019	267,134	64,112
2020	193,882	31,021
2021	880,303	61,753
2022 through 2/28/22	526,888	672
	2,223,947	257,115
TOTAL BACKPAY WITH INTEREST		2,481,062

Notes: See Memorandum for explanation of interest calculations